

# INFORMATION REPORT INFORMATION REPORT

## CENTRAL INTELLIGENCE AGENCY

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SOURCE EVALUATIONS ARE DEFINITIVE APPRAISAL OF CONTENT IS FINAL

1. [redacted] report containing information on political control procedures utilized in Czechoslovakia by the Communist regime.
2. The following topics are discussed:
  - a. Personnel referents and their activities.
  - b. Political procedures followed in hiring new personnel.
  - c. Political procedures followed in dismissing personnel.
  - d. Dossiers and personnel information collected on employees.
  - e. Relations among enterprise managements, the State Security Service, enterprise Party units, and mass organizations in regard to political and security matters.

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# 1. Personnel Referents and Their Activities

Personnel referents have existed in offices and enterprises since 1948-1949. They are probably placed in their positions by the party and security services. Nothing further is known in this regard. As a rule there is at least one personnel referent officially active in each enterprise. However, there are exceptions:

a. One personnel referent is employed in several enterprises if these enterprises are subordinate to one higher office or administration. In this case the personnel referent is paid by the supervisory office or administration and not by the enterprises in which he works. He is also on the staff of the higher organization. For example, the Philosophical Department of the Academy of Sciences, the Historical Institute of this academy, as well as other scientific research units, are supervised by one personnel referent who is an employee of the higher organization, the Academy of Sciences. The Scientific Research Institute of the Ministry of Finance, a research unit scientifically and formally independent of the ministerial apparatus, is supervised by a personnel referent from the Main Personnel Department of the Ministry of Finance.

b. Small enterprises frequently have no personnel referents; in these cases the manager of the enterprise handles personnel matters. For example, the state savings banks (operative main bank organizations, which have savings bank branches and agencies subordinated to them) have no personnel referents. The director of the State Savings Bank at "X" handles personnel matters for the main organization, as well as for its subordinate branches and agencies, and in this respect is on friendly terms with the personnel referent of the Bezirk government, who is acquainted with all personnel matters of main and subordinate organizations, and who coordinates and controls the activities of the directors of savings banks in his area.

c. Large scale enterprises have personnel departments with several officially-active referents. This is especially true of central offices and ministries.

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The duties of personnel referents are as follows (this list may not be complete):

- a. Political preparation in placing new personnel, i.e., management and judgement of personnel information on persons to be placed. The personnel department and the manager of the enterprise reserve the right to make formal placement.
- b. Political preparation concerning personnel dismissals, if for political reasons.
- c. Dossiers and personnel information supplements of employees, the latter by means of:
- d. Political surveillance.
- e. Cooperation with the enterprise management, the security service, (the so-called STB [secret police], the party unit in the enterprise, and the "mass organizations" represented in the enterprise, in handling political and security problems.

(In small enterprises, the personnel referent frequently has the duties of the so-called referent for special assignments, i.e., he handles the registration of employees liable to military service, and is responsible for weapons permits (?), fire protection problems, etc.)

#### Political Preparation in Placing New Personnel

The new employee is handed a 6-page (?) so-called personnel questionnaire which must be completely filled out and returned to the personnel referent with a list of references. (References are expected to confirm all data in the questionnaire.) (A detailed biography is to be appended to the questionnaire.) The personnel referent sends a short letter (generally form letters) to the references indicated in the questionnaire, requesting political and professional information on the new employee. References are not bothered concerning inquiries which they do not answer. Similar letters are often sent persons at the prospective employee's old place of work who have knowledge of the employee's political thinking.

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The total number of references questioned varies between three to five, and at the most twenty.

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After answers from references have been received, the personnel referent contacts the personnel department of the former employer of the prospective employee (or the advanced or middle school, if the applicant is a graduate of such a school) and the personnel department sends the referent the records of the employee.

On the basis of this information (or possible additional information?) the personnel referent, in cooperation with a board comprising the party unit of the enterprise and enterprise manager, decide whether or not to hire the prospective employee.

In personnel placement, political information on an employee is of primary importance and professional information of secondary importance. Professional information is mostly the business of the plant manager.

The above procedure is used for all employees in administrative organizations and scientific institutes. Obviously, political functionaries, for example, enterprise directors, personnel referents, etc., are an exception and are placed in a manner unknown to me.

Workers and scrub women (in the ministries, for example) are subject to less stringent personnel action. Personnel investigations are not to be made for factory workers (??). More on this subject is not known.

#### Political Preparation Concerning Dismissals

This occurs rarely, as it must concern dismissals for political reasons (in ordinary cases, dismissal is made by the personnel department, as is the formal hiring). Political reasons for dismissal are, for example, imprisonment (investigative custody suffices) of the employee, members of his family, or of close relatives, inexcusable loss of secret documents, criminal offences, personal hate of political exponents directed against the employee, liquidation of followers of exponents in disfavour, etc. etc. Dismissals for political reasons have been carefully manipulated since the 20th Party Congress. They are now known under the composite title "Loss of Confidence by the Employer."

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The reason for dismissal is never indicated in the dismissal papers given to an employee, only a formal notification of dismissal is made.

Dismissals for political reasons are completely in the hands of the communists in an enterprise (excluding so-called exceptional cases in which the Ministry of Internal Affairs may order the dismissal). Arbitrary action is the rule; a common denominator for dismissal reasons is therefore hard to find. Dismissals are handled in the same manner in which new personnel are hired, i.e., only after agreement of plant managers, communist party units, and frequently, other individuals.

Dossiers and Personnel Information Supplements of Employees --  
Through Political Surveillance

Personnel information on all employees is filed by personnel referents (information is classified secret, according to regulations) and when necessary, submitted to competent organizations for perusal. If an employee changes his place of work, the personnel referent sends the information on request to the personnel department of the new employer, during the period of personnel investigation and adds new information (see below) .

After the 20th Party Congress, and especially after the 2nd Czechoslovak Writers' Congress, which discussed among other things the system of personnel policy, (Ladislav MNACKO, Slovak writer and Communist, declared; "All personnel information should be heaped on Václavské náměstí [Prague's main thoroughfare] and burned.") employees in several enterprises were allowed to look at their own personnel information files upon request. This practice was stopped immediately by the party leadership and was strongly condemned in the Communist Party official organ Zivot Strany, in the 1st or 2nd July issue of 1956.

Political surveillance of employees is especially important in personnel policy, as information in the personnel file contains to a certain degree the opinions of persons listed by the employee as witnesses to his political adjustment. As these persons do not always need to be party members, it is understandable that everyone lists his most intimate friends as

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references, those whom he knows best politically. Personnel referents know this and therefore try to obtain additional criteria for judging an employee's politics, criteria of a "more objective" character. (Frequently party exponents at the old place of work are asked for information as it is assumed that these persons have been on less intimate terms with the employee than the references he has listed in his questionnaire).

Political surveillance of an employee is carried out directly by the personnel referent and by a network of informers. The degree of surveillance depends first of all on the personality of the personnel referent, then on the personnel cadre of the enterprise (the number of those who belong to spy system), on the aptitude of the referent in building up his spy system, etc.

All activities are under surveillance, i.e., whether personnel greet each other with the party greeting or the "bourgeoisie greeting," attendance at demonstrations, union meetings, "open" party meetings (accessible to non-party members ??), wearing of the party insignia for party members, carrying of banners at public affairs, ways of expressing oneself, discussions at congresses and meetings, family and living conditions, women, alcohol, the playing of cards, etc.

Supplements are made for the personnel file on the basis of these observations and are reviewed whenever an employee changes jobs, is given a different type of work, or receives an increase in salary.

Disciplinary action taken by the office chief can be entered in the personnel file. The file follows the employee every where and "entries" of disciplinary penalties, although they punish professional blunders and not political "blunders," are feared.

Cooperation With the Plant Management, the Security Service (STB), Enterprise Communist Party Units, and "Mass Organizations" in Handling Political and Security Matters.

The enterprise director, the personnel referent, the party group representative, and other individual exponents comprise the group most feared by employees in the plant, as this group makes more or less arbitrary decisions concerning the existence of subordinates.

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sonnel referents never interfere in professional problems, i.e., the area of competence of the enterprise manager, as personnel referents are practically never instructed in professional matters, have no specialized or technical education and in many cases are considered members of the so-called Lumpen-proletariat (scoundrel proletariat). The plant manager, on the other hand, does not interfere in the political matters of the referent, as the latter is considered "persona gratia" who, among others, also politically protects the director, although the director may not be among his cadre-political clients, as is true in most cases. An attack by the manager against the referent would be an attack against himself under these circumstances. For this reason there are no quarrels between manager and referent.

Personnel files are available to the STB. The referent is obligated to submit information of interest to the secret police organs upon request.

not know whether the referent must regularly submit a report on his enterprise to the STB. However, cooperation is guaranteed as a matter of course, as at least some of the referents work in close connection with the secret police as paid or voluntary "avocational" informers if not informers "ex officio".

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The relationship between the party unit and the personnel department resembles the relationship between the referent and the enterprise manager and security organs. It must not be overlooked that all concerned try to be fanatical party members, engage in back-slapping, stand in a friendly relationship to each other, or feign friendship because of a fear of each other. The common enemy. i.e., the anti-communist or "indifferent" mass in the enterprises unites all party exponents, as does the fear of losing their well-paying positions.

The relationship between leaders of "mass organizations" represented in an enterprise depends on whether these leaders belong to the "mass organization" <sup>"Managerial"</sup> ~~belong to the "mass organization"~~ <sup>or</sup> ~~belong to the clique~~ <sup>belong to the clique</sup>. If the representative of a "mass organization" belongs to the clique, his relationship with other members is good. In large enterprises the trade union chief is always a member of the clique as he serves as chief official of the party-controlled union.

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